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POLICY STATEMENT

ON

CHILD CARE

BY

THE SOCIAL PLANNING COUNCIL OF WINNIPEG

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1.0 INTRODUCTION

One of the most dramatic social trends in Canada over the last fifteen years has been the rapid increase in the number of women with young children who are in the labour force. A number of factors account for this increase, including the rising number of single-parent families, the growing difficulty of two-parent families to make ends meet on the earnings of one parent, and the aspirations of women for both a career and a family. The increase itself has put an enormous demand upon society to provide for the care of young children while their parents are employed or at school.

In recognition of the need for a more adequate response to the child care needs of Canadian families, two successive federal governments have commissioned task forces on child care since 1984. The first one released its Report of The Task Force on Child Care in 1986, recommending a long-range strategy of free, universally available child care to all families. The last government created a parliamentary committee on child care which led to the announcement of a National Strategy on Child Care by the government in December, 1987. It introduced The Canada Child Care Act as a response to need for better child care services in Canada. With its re-election, the government intends to proceed quickly with the passage of the Act. Once it has been passed, the government will conclude bilateral deals with each province to give particular shape to its intent.

The two task force reports agree that more child care spaces are required to respond to the increasing demand. They both agree that the non-parental care that is provided be of an adequate quality. However, they disagree on such fundamental matters as the funding of those spaces, the presence of commercial operators and the provision of financial assistance to low-income families. This lack of consensus seems to be endemic. Basic value differences about the role of the family and the state in the provision of child care exist between the various advocacy groups. That tension also has been present within the Council.

In 1984, The Social Planning Council released a major findings document that described the need for additional child care spaces in Winnipeg. In the same year, it issued a brief to the National Task Force on Child Care which argued for, among other things, an increased supply of child care spaces, the conversion of the child care expense deduction to a child care expense credit, and the creation of a National Day Care and Family Support Services Act.

Subsequently, a revised brief was prepared for Board endorsation, to be submitted to the parliamentary committee. It failed to get the full support of the Board. As a result, an ad hoc committee was created to fashion a policy that would receive the full support of the Board. The policy statements contained in this document reflect that committee's consensus view of what are the appropriate principles and policies for the Manitoba and Canadian Governments to pursue.

This policy paper first presents a set of principles that should guide the development of programs, and provides a commentary on the assumptions and rationales underlying them. In the light of those principles, and the problems facing the current system, the paper presents recommendations of steps that should be taken to create an adequate system of child care in Canada.

2.0 THE PRINCIPLES OF A CHILD CARE POLICY

The following set of principles is intended to address the major issues which confront governments in the design of a system of child care. It describes the rights and responsibilities of the major stakeholders of child care services: the children themselves, their parents, the federal and provincial governments, the caregivers and employers. The first three principles set out both the focus of a child care system and the rights of the key participants in that system--the children and their parents. The next principle emphasizes the need for an effective partnership between the key providers of child care in Canada: parents, federal and provincial governments, caregivers and employers. The responsibilities of these providers are set out in the next five principles. The last principle asserts the need for arrangements to be accessible to the parent.

Taken as a whole, they are intended to offer a balance between the competing demand for the freedom to choose and have that choice suported by governments, and for the responsibility to support only care arrangements that can be held accountable by government and that meet acceptable standards of care.

2.1 A Statement of the Principles

1. The primary focus of a comprehensive child care policy is on meeting the needs of all children. Its secondary focus is on enabling and supporting parents to carry out their responsibility of providing care of adequate quality to their children.

2. Each child has the right to that quality of care which adequately meets their basic needs for food and shelter, physical safety, love, affection and understanding, and for opportunities for play and physical and mental growth.

3. Parents have the right to choose the type of care arrangements for their children.

4. In the implementation of a child-care policy and its programs, there must be an effective partnership of parents, federal and provincial governments, caregivers and employers.

5. In such a partnership, the responsibilities of the parents include:

   - a financial contribution to the cost of care commensurate with their ability to pay;

   - informing themselves about the quality of care being provided by the caregiver;

   - protecting their children from care of inadequate quality;

   - participating in the governance of the child care facility, where possible; and,

   - developing their parenting skills.

6. In such a partnership, the responsibilities of the federal government include:

   - developing legislation which will facilitate the expansion of the supply of spaces in Canada;

   - working with the provinces to develop minimum national standards of care;

   - providing federal funds to the provinces to aid in the expansion of child care spaces;

   - providing financial support to parents to assist in meeting the cost of child care;

- enacting legislation that will expand the opportunities for paid parental leave; and,

- providing tax incentives to private industry to create employer-funded child care facilities.

7. In such a partnership, the responsibilities of the provincial governments include:

- legislating and enforcing minimally acceptable standards for non-parental care arrangements;

- encouraging an adequate supply of a variety of care arrangements;

- enabling all parents to afford child care arrangements of acceptable quality;

- providing the educational facilities and resources for the training of child care workers;

- ensuring that child care workers receive an adequate wage; and,

- providing support for the adequate governance of non-profit child care centres.

8. In such a partnership, the responsibilities of the caregiver include:

- providing care in a manner that addresses the needs of each child;

- involving the parents, in an appropriate manner, in the provision of care;

- assuring an appropriate physical space and amenities;

- providing programs to meet the developmental needs of children;

- maintaining an appropriate written policy on the discipline of children in care;

- employing staff with adequate child care training and skills;

- maintaining hours of operation that respond to parents' and children's needs; and,

- promoting a mix of children from different ethnic and socio-economic backgrounds.

9. In such a partnership, the responsibilities of the parents' employer include:

   - providing employer-funded child care facilities on, or close to, the work place;

   - permitting employees with children under thirteen to negotiate work schedules that accommodate their children's needs for parental supervision, including such options as flexible work hours, job sharing, part-time work, work at home and paid personal and family leave; and,

   - accommodating the emergency family needs of workers.

10. All care arrangements are to be financially, geographically and culturally accessible to the parent.

2.2 A Commentary on the Principles

The first principle stresses that the focus of a child care system is first and foremost upon the **child.** It can be argued that because the existing system of child care focuses only upon the needs of those children whose parents either work or attend school, the present system is designed

to meet the needs of **only those parents who are employed or at school.** This present focus should be redirected to the children, with the underlying intent--to assist the parents in carrying out their responsibility to care for their children. Accordingly, the first principle also affirms that it is the parents, and not the state, who have the primary responsibility for seeing that their children are cared for--by themselves and by others. The state's role is a supportive one only.

The Council also believes that a comprehensive child care system is one that responds to the needs of all children, regardless of their parents' labour-force or educational participation. This belief has two implications: first, it means that federal cost-sharing should also cover a range of family-support services such as respite care, nursery schools, toy-lending libraries, homemaker services and parent-child centres that are available to all families. Second, it means that a variety of child care settings are funded to support the diversity of needs of children of different ages, abilities and disabilities. Centre care, nursery schools, shool-age day care, occasional day care centres, family and group-home day care and private-home day care all should be funded to respond to the differing developmental needs of infants, pre-schoolers and school-age children.

The second principle affirms the basic rights for children set out by the United Nations. It provides a balance to the rights parents have to to decide the type of care arrangement that is best for their child. It is a safeguard against care of inadequate quality by identifying the key components of good quality care. Governments play a critical role in ensuring care of adequate quality by setting those licencing standards that create the environment in which children's needs are most likely to be met. Manitoba's The Community Child Day Care Standards Act and accompanying regulations, set out the kind of standards that are needed to ensure care of adequate quality.

If parents have the primary responsibility for the care of their children, then they should have the corresponding right to choose that (type) care arrangement which they believe best suits the needs of their child. From the study the Council conducted in 1984, it was clear that parents viewed different arrangements as most appropriate for infants, pre-schoolers and school-age children. Most wanted a home environment for children under three, with a caregiver personally known and trusted by the parent. More saw centre care as appropriate for the three- to five-year old, with a large number preferring a home for school-age children. For these preferences to have any substance, there must be an adequate supply of different arrangements. Yet, the vast majority of licenced care arrangements are day care centres, with family and group-home care in scarce supply.

Given their right to choose the care arrangement they deem best for their child, parents have a corresponding responsibility to contribute to the cost of that care and to ensure that it meets the developmental needs of their child. They also have the responsibility to develop their own parenting skills. There are several ways in which parents can fulfill these responsibilities. The one is through participation in the boards of the non-profit centres. Most of the licenced centres in Manitoba are governed by boards whose membership is drawn from the parents. Yet, most centres have difficulty recruiting parents, and many parents lack the skills to properly run a child day care centre. Providing workshops for parents on how to be an effective board member is one way the Province's Child Day Care Office could support its requirement for parent-run boards. The other is through participation in parenting classes, and observation of their child's behaviour in a child day care setting.

The Canadian Constitution stipulates that services like child care are a provincial responsibility. However, it leaves room for the federal government to provide cost-sharing of human services. Up until now, that has occurred through the Canada Assistance Plan (CAP) which limits federal cost-sharing to those families who are "in need" or

who are "likely to be in need." To overcome these limitations, the federal government introduced The Canada Child Care Act which will provide $6.4-billion over the next seven years, beginning in fiscal year 1988-1989. Four-billion dollars will be allocated to cost-shared provisions with the provinces in the form of grants for capital expenditures, start-up and maintenance grants and parent subsidies. Another $2.3-billion has been earmarked for an enriched child tax credit for pre-school children, and for increases in the maximum allowable deduction for child care expenses. Both commercial and non-profit centres will be eligible for parent subsidies and for start-up and maintenance grants. However, only non-profit centres will be eligible for capital-cost grants.

In addition to these supply-side initiatives, the Report of The Task Force on Child Care recommended measures designed to encourage employers to provide work-based child day care. As well, it recommended demand-management initiatives such as augmented support for paid parental leave. These provisions should be added to those contained in The Canada Child Care Act.

The Canadian Constitution gives the provinces the exclusive authority to set standards of child care. This province has done an admirable job in defining appropriate standards in its Community Child Day Care Standards Act and accompanying regulations. It has increased the supply of licenced spaces considerably over the last ten years from 5,389 in 1978 to 16,200 as of July, 1988. However, there are several ways in which the system can be improved. First, there remain a large number of care arrangements in the Province which are unlicenced. The Council's 1984 study estimated that, in Winnipeg, 40 percent of the pre-school children receiving care were in unlicenced, private-home-child-day-care settings, representing some 6,120 children. Another 7,285 school-age children were either looking after themselves or being cared for in non-licenced settings. Since, 1984 the number of licenced spaces has increased by 2,815, still leaving a shortfall of 10,590, assuming no net increase in

the number of children in care during the last four years. Second, of the 16,200 licenced spaces, only 11,300 are funded by the Province through its system of start-up, maintenance and other grants, and parent subsidies. Third, there is a current shortage of trained child care workers. The Child Day Care Office indicates that there is a current shortfall of approximately 200 child-care graduates, including a minimum of 25 per year at a degree level. Fourth, despite the Province's salary-enhancement grants it introduced in fiscal year 1985-86, the average salary of centre-based child-care workers in Winnipeg was only $15,128 in 1987.

The quality of care provided by child day-care staff is crucial, partly because children spend so much of their time with the provider but more importantly because the provider can be an alternative to the inadequate care some children receive from their parents. The quality of care provided by a centre is not simply a matter of conforming to licencing standards. It depends upon the way the centre is organized, the relationship between the director and the workers, the policies and support provided by the board, and the level of remuneration the workers receive. Better training of workers and board members--and higher wages--will contribute to enhanced quality of care.

In Canada, employers have played a very marginal role in the system of child day care. With other countries like Japan, work-place child day care forms a large part of the supply. Yet, studies conducted in the United States have confirmed the positive effects of work-place child day care on heightening worker morale and productivity and in reducing absenteeism. To encourage employers to provide work-place child day care, and to provide greater flexibility in hours of employment, it is likely that incentives in the form of tax credits are needed to offset the costs of providing these benefits to employees.

Finally, the system of child care in Canada needs to be more accessible to parents--in financial, geographical and cultural terms. The current system of financial aid is heavily weighted in favour of support for the licenced system. In 1984, some $427-million was being allocated to about nine percent of the estimated two-million children whose parents worked or attended school, for a per capita contribution of $2,372. This contribution took the form of cost-shared start-up and maintenance grants, parent subsidies and the child care expense deduction. The remaining 1.8-million children received only $64 per capita from the federal government's child care expense deduction.

To redress this level of funding inequity, either the number of licenced spaces has to be increased dramatically, with a corresponding increase in money available for parent subsidies, or subsidies have to be made available to all parents, regardless of the type of arrangement they use. The federal government's current child care legislation proposes to expand the number of licenced spaces and make parent subsidies available to those who use both commercial and non-profit centres. The Social Planning Council's recommendations stress the creation of an adequate number of non-profit spaces without subsidizing commercial spaces. The Council also believes that the federal government's proposed enrichment of the child-care expense deduction could better address the need of low-income families by being converted to a refundable child care tax credit.

The expansion of work-place child day care would go a long way to making child care more geographically accessible to the parent. To further enhance the geographical accessibility of child day care, the Province should encourage school divisions to make space available in schools for school-age day care, both before and after school.

Finally, cultural accessibility means that arrangements are sensitive to the values and practises of minority and immigrant groups. A report commissioned by the Manitoba Intercultural Council in 1987, Multicultural Issues Related to Child Care, provides a thorough description of the lack of

culturally sensitive and relevant materials and resources in child day care centres. It offers a wealth of recommendations aimed at the training of child care workers and employment of child care workers from diverse ethnic backgrounds to redress the current deficiencies.

3.0 CHILD CARE POLICY RECOMMENDATIONS

3.1 Towards Improving the Quality of Child Care

1. THAT the federal and provincial governments cost-share, through the proposed Canada Child Care Act, the creation of a range of family support services like homemakers, parent-child centres, respite care, toy-lending libraries which are designed to enhance parents' ability to provide care of adequate quality for their children.

2. THAT the federal government make specific reference to the meeting of minimum national standards of child day care in the Canada Child Care Act, as a condition of cost-sharing with the provinces.

3. THAT the Provincial Child Day Care Office encourage all unlicenced, private-home child day care providers to become licenced.

4. THAT the Province, through the University Grants Commission, provide baseline funding for the creation of a "Child Studies Concentration Program" within the Faculty of Human Ecology at the University of Manitoba, as approved by the University's Senate, and for the creation of the joint diploma/degree program between the University of Winnipeg and Red River Community College in Child Development and Child Care Development.

5. THAT the Province, through the Department of Secondary Education, increase the number of spaces available in Community Colleges and the number of distance-education programs for the training of child care workers.

6. THAT the Province, through the New Careers Program, support the Family Day Care Association's pilot five-week training project for Family Child Day Care providers and expand its support for the program, if

successful, to cover private-home child day care providers, in both Winnipeg and throughout the province.

7. THAT the Province, through the Child Day Care Program, increase the value of the salary enhancement grants to all trained child care workers who are employed in non-profit, licenced, child day care settings.

8. THAT the Province, through the Child Day Care Program, offer more training and technical support services to the boards of the non-profit centres so that they can govern more effectively.

9. THAT the Province, through the Department of Community Services, offer parenting programs for parents whose children are involved in licenced care arrangements.

3.2 Towards Improving Parents' Financial Accessibility to Child Care

10. THAT the federal government convert the child care expense deduction to a refundable child care expense tax credit.

11. THAT the federal government, through The Canada Child Care Act, cost-share, on an **open-ended** basis, income-tested subsidies of parent fees.

12. THAT all not-for-profit licenced arrangements be eligible for fee subsidies.

3.3 Towards Increasing the Supply of Child Care Spaces

13. THAT the federal government, through The Canada Child Care Act, provide per capita grants, adjusted to recognize the differing fiscal capacity of the provinces, to cover capital costs, start-up and maintenance grants

for an additional 400,000 spaces over the next seven years.

14. THAT only non-profit child care arrangements be eligible for these federal grants.

15. THAT the federal government redirect all of the money it has allocated for an enriched child tax credit to the cost-shared per capita grants to the provinces.

16. THAT the federal government amend The Income Tax Act so that the provision of child care benefits to employees by employers not be considered a taxable benefit so long as:

    (a) the services are provided in a licenced child care program; and

    (b) the benefit is available to all employees within the organization.

17. THAT the federal government provide employers with a tax credit for expenditures they incur in providing employees with work-based child day care.

18. THAT the Provincial Government encourage school divisions to create school-age child day care centre spaces in schools.

3.4 Towards Managing the Demand for Child Care

19. THAT the federal government create a system of extended parent leave, as recommended in the Report of the Task Force on Child Care (Appendix B, #'s 31-53).

20. THAT the federal and provincial governments initiate opportunities within their civil services for parents of children under thirteen years to negotiate preferred hours of employment.

3.5 Towards Achieving a Balance in the Development of a Child Care System in Canada

21. THAT additional new federal- and provincial-government funding for child care be distributed across programs aimed at increasing the supply of child care, the value of subsidies to low-income parents, and the wages of child care workers. Nonetheless, priority should be given first to expanding the supply of licenced spaces; second, to augmenting the wages of child care workers; and third, to increasing the money available for fee subsidies.

APPENDIX 1

REPORT OF THE TASK FORCE ON CHILD CARE
RECOMMENDATIONS RELATED TO PARENTAL LEAVE

31. We recommend that The Canada Labour Code be amended to reduce the qualifying period for parental leave to 20 weeks, to bring it into compliance with the qualifying period for benefits uner the Unemployment Insurance program.

32. We recommend that birth and adoption benefits continue to be provided through the vehicle of the Unemployment Insurance program.

33. We recommend that the proposed birth and adoption benefits be financed entirely from the employer-employee account, as maternity benefits are today.

34. We recommend that the duration and level of birth and adoption benefits be increased, in two steps, as follows:

    * within 5 years, a benefit increase to 75% of maximum insurable earnings, and an extension of paid leave to 20 weeks;

    * within 10 years, an increase in the benefit rate to 95% of maximum insurable earnings, extending the duration of paid leave to 26 weeks.

35. We recommend that the leave commence as it now does, up to eight weeks before birth, and be taken within the year following the event, with some flexibility allowed for the timing of the leave, upon negotiation with individual employers.

36. In recognition of the support required by the mother and other family members at the time of birth, we recommend provision of an additional five days' paid leave for the father during the period between the birth and the week after mother and child have returned from the hospital, at the same benefit rate.

37. We recommend that Section 59.2(a) of The Canada Labour Code be amended to permit either parent to take 26 weeks of leave on the birth or adoption of a child, or for the two parents to share the leave between them.

38. We recommend that birth and adoption benefits be made available to either parent, in recognition of the equal partnership of parents in meeting family responsibilities. We recommend that leave and benefits be shareable between the parents, who should be permitted to use them either concurrently or consecutively as long as the total does not exceed the 20/26 weeks set out above.

39. We recommend that The Unemployment Insurance Act be amended to delete application of the two-week waiting period to claims for birth or adoption benefits.

40. We recommend that parental benefits coverage under The Unemployment Insurance Act be extended to self-employed persons so that they may avail themselves of the benefits provided under the program.

41. We recommend that parental benefits coverage under The Unemployment Insurance Act be extended to part-time employees who work at least eight hours per week.

42. We object in principle to the surtax imposed on higher income claimants under The Unemployment Insurance Act, since it undermines the insurance function of unemployment benefits, and we recommend that it be eliminated from The Act.

43. We recommend that proportionate benefits be extended to claimants with at least 10 weeks' insurable employment.

44. We recommend that The Canada Labour Code be amended to provide that employees may extend their parental leave to up to a total of one year to care for young children.

45. We recommend that a minimum standard of five days' annual paid leave for family-related responsibilities be incorporated as a minimum standard in The Canadian Labour Code.

46. We recommend to the Parliamentary Committee on Child Care that it solicit input from groups representing the handicapped and parents of handicapped children as to how the needs of families with handicapped children can be adequately addressed within the context of a developing parental leave system.

47. We call upon the President of the Treasury Board to extend to all public servants, including members of the Armed Forces and groups unrepresented in the collective bargaining process, the same birth or adoption leave and benefits now provided to half of the employees of the government.

48. We recommend that fathers and adopting parents become eligible for the post-natal leave and benefits provided to natural mothers in the Public Service.

49. In recognition of the shared responsibility of parents for child rearing, we recommend that, when both parents are public servants, they be permitted to share birth and adoption leaves between them.

50. We recommend that the five-year child care and nurture leave be extended to all public servants.

51. We recommend that the federal government extend a minimum of five days per year of family responsibility leave to all public servants.

52. We recommend that paid leave for the birth or adoption of a child be granted to Armed Forces personnel on the same terms as to other public servants.

53. We recommend, also, that the provision for care and nurture leave now applying to most public servants be extended to servicewomen and servicemen, as well as the provision for 5 days' annual leave for family-related responsibilities.

APPENDIX II

MANITOBA CHILD DAY CARE - PROGRAM INFORMATION

BACKGROUND

Manitoba Child Day Care began in 1974 to encourage the establishment of day care centres and homes throughout Manitoba, and to provide financial and consultative assistance to non-profit day care centres and family day care homes.

In 1983, The Community Child Day Care Standards Act was proclaimed establishing uniform and comprehensive licensing standards for day care throughout Manitoba. The Act was subsequently amended in 1985 and 1986.

TYPES OF CARE

1) Full Time Day Care Centres - provide care to preschool children for more than 4 continuous hours per day and 3-or-more days per week to more than 5 children all of whom are less than 6 years of age, or to more than 3 children all of whom are less than 2 years of age.

2) Nursery Schools - provide care to preschool children for 4 or less continuous hours per day, or for more than 4 continuous hours per day and less than 3 days per week. (Size specifications same as full-time care.)

3) School Age Day Care Centres - provide care to more than 8 school-age children and may also provide care to children enrolled in kindergarten.

4) Occasional Day Care Centres - provide care to children on an intermittent basis up to a maximum of 8 hours per child per week.

5) Family Day Care Homes - provide care in the home of the person providing care to a group of not more than 8 children, including the children of the provider, of whom not more than 5 are less than 6 years of age and not more than 3 are less than 2 years of age.

6) Group Day Care Homes - provide care in the home of one of the persons providing care to a group of not more than 12 children, including the children of the providers, of whom not more than 3 are less than 2 years of age.

7) Private Home Day Care - provides care to not more than 4 children, including the children of the provider, of whom not more than 2 are less than 2 years of age. This license is optional.

LICENSING CRITERIA

In order to be licensed, all day care centres and homes must meet several criteria established in The Community Child Day Care Standards Act and regulations. These include staff training, supervision and staff-to-child ratios, child management, program criteria, equipment and furnishings, health and safety, and physical- and fire-safety criteria.

Staff Training Criteria - requires specific proportions of staff to be trained in child care from recognized educational institutions.

Supervision and Staff-to-Child Ratios - require that children are supervised at all times and that staff-to-child ratios must conform to the ratios established in regulation.

Child Management Criteria - require staff and management of centres and providers in day care homes to adopt and maintain positive and non-coercive behaviour toward children.

Program Criteria - require day care providers to offer constructive and developmental programs appropriate to the age and developmental stages of children enrolled.

Equipment and Furnishings Criteria - require that centres and homes acquire basic equipment including tables, chairs, sleeping accommodation, play equipment, etc., that are safe and sanitary.

Health and Safety Criteria - require that all persons providing day care shall at all times provide an environment that is conducive to the health, safety and well-being of children.

Physical and Fire Safety Criteria - require that day care centres provide 35 square feet of space per child and meet established fire-safety regulations.

FUNDING CRITERIA

To be eligible for funding under The Community Child Day Care Standards Act day care centres and homes must be incorporated as non-profit organizations, and must meet criteria of governance, board composition, and financial accountability.

Governance and Board Composition Criteria - require that, in order to receive funding, a non-profit parent-elected board of directors must govern the operation of a day care centre. The board must be comprised of at least 5 persons of whom at least 20% must be parents and none of whom is related to staff.

Financial Accountability Criteria - require day care centres and homes to submit annual budgets and audits, semi-annual financial statements and monthly attendance reports.

FUNDING ARRANGEMENTS: FEES AND SUBSIDIES

Day care centres and homes charge parents a **daily user fee** for each child enrolled in the centre or home. The maximum fee is established in regulation and is revised from time to time.

Each centre or home is licensed to enroll a maximum number of children based on its type and size. The total revenue from fees a centre or home receives therefore depends on the number of children enrolled in the licensed spaces.

The **daily fee** is made up of 3 parts:

- parental contribution
- provincial subsidy
- optional surcharge

Based on an incomes test which takes into account family size and total income, parents may be eligible for financial assistance for the cost of day care if their child attends a licensed non-profit facility.

If family income exceeds the incomes test, parents are responsible for the full daily fee. If, however, family income does not exceed the incomes test, financial assistance is available for all or part of the daily fee. The portion of the fee paid by parents is the **parental contribution.** The portion of the daily fee supported by financial assistance is the **provincial subsidy.** The provincial subsidy is paid directly to the licensed, non-profit day care centre or home on behalf of the parent.

Licensed, non-profit day care centres and homes may also charge an **optional surcharge** of a maximum of $1.00 per day per child. Subsidy is <u>not</u> available for the optional surcharge.

FUNDING ARRANGEMENTS: GRANTS

Several different grants are available to licensed non-profit day care centres and homes that operate within the provincial day care program. (An annual limit on the total amount of grant resources means that some licensed, non-profit day care centres and homes are ineligible for grants.)

1) Start-up Grants - are one-time grants to assist in the purchase of equipment and other costs of establishing a day care service.

2) Maintenance Grants - are annual grants to assist with normal operating expenditures of day care centres and homes.

3) Salary Enhancement Grants - are annual grants based on the number of trained child care workers (as defined by regulation) to provide salary improvements.

4) Audit Grants - are annual grants which assist with the cost of conducting the yearly audit of a day care centre's operation.

5) Infant Grants - are based on daily enrollment and are designed to assist centres and homes in providing the more costly level of care required by infants.

6) Disability Grants - are provided to assist in caring for children with physical and mental disabilities and are divided into three sub-grants:

    a) **One-time Additional Start-up** - to acquire specialized equipment or provide modifications related to caring for a child with a disability;

    b) **Staffing Grants** - to fund specialized or additional staff; and

c) **Training Grants** - to allow staff providing care to disabled children to acquire specialized skills.

7) Fire Upgrading Grants - are one-time grants to assist centres in meeting fire-safety standards.

8) Physical Upgrading Grants - are one-time grants to assist centres in meeting licensing requirements.

THE CHILD DAY CARE OFFICE: HEAD OFFICE FUNCTION

The central or head office of Manitoba Child Day Care:

1) develops policy, legislation, regulations and standards relating to child day care in Manitoba;

2) processes subsidy applications and re-applications;

3) assesses centres' financial operations and processes grants;

4) provides budgeting function for annual provincial estimates; and

5) provides direct supervision of field staff in Winnipeg and indirect supervision of field staff outside of Winnipeg.

THE CHILD DAY CARE OFFICE: FIELD STAFF FUNCTION

Day care field staff called Day Care Co-ordinators:

1) provide a consultative servcie to day care centres and homes to assist meeting standards of care;

2) monitor compliance to standards and regulations by making scheduled and unscheduled visits to centres and homes;

3) assist communities to identify the need for day care and the type of care; and

4) generally act as a resource to communities, centres, homes and parents to develop suitable services.